



General Assembly

January Session, 2003

Raised Bill No. 882

LCO No. 2999

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT CONCERNING AFFIRMATIVE ACTION OFFICERS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (b) of section 46a-68 of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective*
3 *October 1, 2003*):

4 (b) (1) Each state agency, department, board or commission shall
5 designate a full-time or part-time affirmative action officer. If such
6 affirmative action officer is an employee of the agency, department,
7 board or commission, the executive head of the agency, department,
8 board or commission shall be directly responsible for the supervision
9 of the officer.

10 (2) The Commission on Human Rights and Opportunities shall
11 provide training and technical assistance to affirmative action officers
12 in plan development and implementation.

13 (3) The Commission on Human Rights and Opportunities and the
14 Permanent Commission on the Status of Women shall provide a
15 minimum of ten hours of training per year concerning state and

16 federal discrimination laws and techniques for conducting internal
17 investigations of discrimination complaints to persons designated by
18 state agencies, departments, boards or commissions as affirmative
19 action officers.

20 (4) Each person designated by a state agency, department, board or
21 commission as an affirmative action officer shall (A) be responsible for
22 mitigating any discriminatory conduct within the agency, department,
23 board or commission, (B) investigate all complaints of discrimination
24 made against the state agency, department, board or commission, and
25 (C) report all findings and recommendations upon the conclusion of an
26 investigation to the commissioner or director of the state agency,
27 department, board or commission for proper action.

28 (5) No person designated by a state agency, department, board or
29 commission as an affirmative action officer shall represent such
30 agency, department, board or commission before the Commission on
31 Human Rights and Opportunities or the Equal Employment
32 Opportunity Commission. If a complaint of discrimination is filed with
33 the Commission on Human Rights and Opportunities or the Equal
34 Employment Opportunity Commission against a state agency,
35 department, board or commission, the Attorney General, or a designee
36 of the Attorney General, other than the affirmative action officer for
37 such agency, board, department or commission, shall represent the
38 state agency, board, department or commission before the Commission
39 on Human Rights and Opportunities or the Equal Employment
40 Opportunity Commission.

41 *Sec. 2. (Effective from passage) The Legislative Program Review and*
42 *Investigations Committee, in consultation with the Commission on*
43 *Human Rights and Opportunities and the Permanent Commission on*
44 *the Status of Women, shall conduct a study of discriminatory*
45 *employment practices against women employed in public safety*
46 *positions within the state. The study shall address the specific problem*
47 *of sexual harassment in the field of public safety and shall include*

48 recommendations on how best to utilize education and training to
49 eliminate or significantly reduce sexual harassment and discriminatory
50 employment practices against women in the field of public safety. The
51 committee shall report its findings and recommendations in
52 accordance with the provisions of section 11-4a of the general statutes
53 to the joint standing committee of the General Assembly having
54 cognizance of matters relating to labor and public employees not later
55 than December 31, 2004.

This act shall take effect as follows:	
Section 1	<i>October 1, 2003</i>
Sec. 2	<i>from passage</i>

LAB

Joint Favorable C/R

JUD